



## **E-Verify**

E-Verify is an electronic program through which employers verify the employment eligibility of their employees after hire. The program was authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 ("IIRIRA"). In short, employers submit information taken from a new hire's Form I-9 (Employment Eligibility Verification Form) through E-Verify to the Social Security Administration and U.S. Citizenship and Immigration Services ("USCIS") to determine whether the information matches government records and whether the new hire is authorized to work in the United States. E-Verify is administered by the U.S. Department of Homeland Security, USCIS, Verification Division, and the Social Security Administration. The Missouri Revised Statutes ("RSMo") states "No business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the state of Missouri."<sup>[1]</sup> This segment provides for the following:

1. Subrecipient must adhere fully to the provisions of 285.530.1 through 285.530.5, RSMo.
2. Subrecipients must continually maintain enrollment and participation in the E-Verify Federal work authorization program with respect to the employees hired to work on DWD awards. E-verify must be performed on every new employee no later than the end of three (3) business days after the new hire's first day of employment. Adequate explanation must be given for any E-verify performed past the 3 days time frame.
3. Subrecipients are responsible for ensuring that their subrecipients comply with E-verify requirements.

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<sup>[1]</sup> The Missouri Revised Statutes 285.530.1: <http://www.moga.mo.gov/mostatutes/stathtml/28500005301.html>



For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at [jobs.mo.gov](http://jobs.mo.gov) or 1-888-728-JOBS (5627).



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